

**REPORT OF THE
HUMAN RESOURCES COMMITTEE OF THE
BOARD OF DIRECTORS OF THE
COOK COUNTY HEALTH AND HOSPITALS SYSTEM**

May 1, 2009

ATTENDANCE

Present: Chairman Andrea L. Zopp and Directors David Carvalho; Quin R. Golden; and Jorge Ramirez (4)

Chairman of the Board Warren L. Batts (Ex-Officio)

Absent: Director Sister Sheila Lyne, RSM (1)

Also Present: Director Hon. Jerry Butler

Enrique Martinez, MD – Chief Medical Officer, Ambulatory and Community Health Network of Cook County; John M. Raba, MD – Interim Chief Medical Officer, Cook County Health and Hospitals System; Elizabeth Reidy – Deputy Chief, Civil Actions Bureau, Office of the State's Attorney; Jonathan Rothstein – Deputy Bureau Chief, Bureau of Human Resources of Cook County; Deborah Santana – Office of the Secretary to the Board, Cook County Board of Commissioners; David R. Small – Interim Chief Executive Officer, Cook County Health and Hospitals System; Joseph Sova – Chief, Cook County Bureau of Human Resources; Sidney Thomas – Chief Operating Officer, Provident Hospital of Cook County; Greg Vaci – Office of the State's Attorney

Your Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System met pursuant to notice on Friday, May 1, 2009 at the hour of 7:30 A.M. at Stroger Hospital, 1901 W. Harrison Street, in the fifth floor conference room, in Chicago, Illinois.

Your Human Resources Committee has considered the following items and upon adoption of this report, the recommendations follow.

Roll Call

Deborah Santana, of the Office of the Secretary to the Board of Commissioners of Cook County, called the roll of members and it was determined that a quorum was present.

Public Comments

Chairman Zopp asked the Secretary to call upon the registered speakers.

The Secretary called upon the following registered public speakers:

1. George Blakemore Concerned Citizen
 2. Francesca Obi, RN Cermak Health Services
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Presentation from Stroger Hospital Doctors' Council

The following individuals spoke on behalf of the effort to unionize the physician staff at John H. Stroger, Jr. Hospital of Cook County:

Emilie Junge	Regional Coordinator, SEIU
Simon Pilar, MD	Physician, John H. Stroger, Jr. Hospital of Cook County
Steve Klingerman, MD	Physician, John H. Stroger, Jr. Hospital of Cook County

Update and discussion of pending information requests

Chairman Zopp stated that there were no pending information requests that required discussion at this time.

Update on recommendations for personnel policy changes

Elizabeth Reidy, Deputy Chief of the Civil Actions Bureau of the Office of the State's Attorney, provided an update on the status of the Office of the State's Attorney's review of the recommendations. She stated that the review of the first five rules was completed and was ready for review by the Committee or as otherwise directed.

Chairman Zopp suggested that a working group be created to review the recommendations for the first five rules; Chairman Zopp, Board Chairman Batts, and Director Ramirez volunteered to be part of the working group.

Director Carvalho, seconded by Director Ramirez, moved to request that the Board Chairman appoint the following Directors to serve on a working group to address the personnel policy changes: Human Resources Chairman Zopp, Board Chairman Batts, and Director Ramirez. **THE MOTION CARRIED UNANIMOUSLY.**

Presentation by Dr. Enrique Martinez on the Diversity Council

Dr. Enrique Martinez, Chief Medical Officer of the Ambulatory and Community Health Network of Cook County, presented information on the Diversity Council (Attachment #1).

The Committee reviewed and discussed the information. Director Golden requested that the information be sent to her electronically.

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Presentation on the issue of stipends received
in the course of performing work-related duties

Discussion of Personnel Matters.

Update on labor negotiations.

Director Carvalho, seconded by Director Ramirez, moved to recess the regular session and convene into closed session, pursuant to an exception to the Open Meetings Act, 5 ILCS 120/2(c)(2), et seq., which permits closed meetings for consideration of "collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees," and pursuant to an exception to the Open Meetings Act, 5 ILCS 120/2(c)(1), which permits closed meetings for consideration of "the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity." **THE MOTION CARRIED UNANIMOUSLY.**

Director Carvalho, seconded by Director Ramirez, moved to adjourn the closed session and convene into regular session. **THE MOTION CARRIED UNANIMOUSLY.**

Director Golden, seconded by Chairman Zopp, moved to request that David Small, System Interim Chief Executive Officer, and Dr. John Raba, System Interim Chief Medical Officer, review the issue of disparate salaries between union and non-union physicians within the System, and return to the Committee with a proposal to align the salaries. **THE MOTION CARRIED.**

Director Ramirez voted **PRESENT.**

Director Golden, seconded by Chairman Zopp, moved to request that Mr. Small review the impact of the changes to the County's Step system on the System's non-union front-line supervisors, and return to the Committee with the findings. **THE MOTION CARRIED UNANIMOUSLY.**

Adjournment

Director Ramirez, seconded by Director Golden, moved to adjourn. **THE MOTION CARRIED UNANIMOUSLY AND THE MEETING ADJOURNED.**

Respectfully submitted,
Human Resources Committee of the
Board of Directors of the
Cook County Health and Hospitals System



Ms. Andrea L. Zopp, Chairman

Attest:



Matthew B. DeLeon, Secretary